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# You Have a Right to a Safe and Healthful Workplace.

## IT'S THE LAW!

### EMPLOYEES

You have the right to notify your employer or UOSH about workplace hazards. You may ask UOSH to keep your name confidential.

You have the right to request a UOSH inspection if you believe that there are unsafe and unhealthful conditions in your workplace. You or your representative may participate in the inspection.

You can file a complaint with UOSH within 30 days of discrimination by your employer for making safety and health complaints or for exercising your rights under the UOSH Act.

You have a right to see UOSH citations issued to your employer. Your employer must post the citations at or near the place of the alleged violation. You may request an informal review of the abatement period granted to the employer.

Your employer must correct workplace hazards by the date indicated on the citation and must certify that these hazards have been reduced or eliminated.

You have the right to copies of your medical records or records of your exposure to toxic and harmful substances or conditions.

Your employer must post this notice in your workplace.

### EMPLOYERS

You are required to notify UOSH at 801 530-6901, within 8 hours of occurrence, of all fatalities, disabling, significant and serious injuries or illnesses to workers. Tools, equipment, materials or other evidence that might pertain to the cause of such accident shall not be removed or destroyed until so authorized by the Labor Commission or one of its Compliance Officers. You are also required to investigate all worker injuries or occupational disease incidents.

Guidance on "disabling and serious" includes, but is not limited to the following: any injury or illness resulting in immediate admittance to the hospital, permanent or temporary impairment in which part of the body is made functionally useless or is substantially reduced in efficiency on or off the job which would usually require treatment by a medical doctor (examples of such injuries are any amputation, fracture, deep cuts, severe burns, electric shock, sight impairment, loss of consciousness, and concussions); illnesses that could shorten life or significantly reduce physical or mental efficiency by inhibiting the normal function of a part of the body (examples of such illnesses include cancer, silicosis, asbestosis, byssinosis, hearing impairment and visual impairment).

### Inspections, Citations, and Proposed Penalties

UOSH may enter at reasonable times without delay any work place where work is performed by an employee of an employer and inspect or investigate. UOSH may interview a reasonable number of employees to determine compliance with the Act of UOSH standards or rules. A Citation will be issued if UOSH has reason to believe that an employer is in violation of the Act of UOSH standards or rules. A serious violation of the UOSH Act will be assessed a proposed penalty of not less than \$250 or more than \$7,000. Other Than Serious violations may be assessed a proposed penalty of not to exceed \$7,000. Willful or Repeated violations may be assessed a proposed penalty not to exceed \$70,000. Failure to correct or abate a violation may result in additional penalties not to exceed \$7,000 for each day the violation is not corrected.

### Contests and Appeals

You may request an informal review of any citation, proposed penalty or abatement period. Informal reviews do not stay the 30 days in which an employer must file a contest for a formal hearing before the Labor Commission. The Labor Commission will provide an adjudicative hearing if an employer files a written notice of contest with the Administrator within 30 days of receipt of the Citation or Proposed Penalties. Upon expiration of the 30 day period the Citation and Proposed Penalties are final and not subject to review by any court or agency.

The Federal Occupational Safety and Health Administration monitors the UOSH program. Any person may make a complaint regarding the administration of the UOSH program to the OSHA Regional Office, 1999 Broadway, Suite 1690, Denver Colorado 80202-5716. Telephone (720) 264-6550 or 1-800-321-OSHA.

The Utah Occupational Safety and Health Act of 1984 (UOSH Act), assures safe and healthful working conditions for working men and women throughout the State of Utah. The Utah Occupational Safety and Health Division of the Utah Labor Commission, has the primary responsibility for administering the UOSH Act. The rights listed here may vary depending on the particular circumstances. To file a complaint, report an emergency, or seek UOSH advice, assistance, or products, call 1-801-530-6901 or 1-800-530-5090. To file a complaint online or obtain more information on UOSH programs, visit UOSH's website at [www.uosh.utah.gov](http://www.uosh.utah.gov).